

HSS/Union Working Group Meeting  
2009 HSS/Union Task Progress and Next Steps  
June 11, 2009

In introductory remarks, Glenn Podonsky, Chief Health, Safety and Security Officer, underscored HSS's commitment to engage in this collective effort with the Unions and stakeholders to improve worker health, safety and security across the DOE Complex. He provided an overview of the past several years of the HSS Focus Group effort in which the worker, through Union representatives and stakeholders, along with HSS, have focused on mutual areas of concern and commitments which are today resulting in actions for improving worker health and safety. As he spoke about the weight of full disclosure in these efforts he stated, "Of vital importance is for all to be open and candid with regard to where there is a need for HSS to be more engaged, as well as, where there is a need for the Unions to be more engaged". Mr. Podonsky acknowledged that the move forward has not been without its challenges (e.g., the structural challenges of the HSS organization formed only 3 years ago). He also noted that in those areas where HSS lacks authority, HSS is committed to using its influence, to "using the mantel of HSS", to perpetuate, support and advocate action.

As a result of an identified need to engage the contractor element, HSS solicited the participation of the Energy Facility Contractors Group (EFCOG) in the collaborative efforts of the HSS Focus Group. In response, EFCOG representative Joe Yanek (of Fluor Government Group) who is the EFCOG Environment, Safety and Health Working Group Executive Sponsor, participated in the meeting and shared EFCOG's willingness to engage in the Focus Group efforts, and, the potential opportunity to engage the Unions to bring additional worker perspective to EFCOG activities. Joe Yanek presented an overview of EFCOG [attached], discussed initial plans for union engagement and responded to questions from the floor:

- EFCOG is comprised of 67 Member (Contractor) Companies representing all DOE programs.
- EFCOG's mission is to "promote excellence in all aspects of operation, management, and integration of DOE and NNSA facilities in a safe, environmentally sound, efficient and cost-effective manner".
- EFCOG has identified several existing working groups (ISM, ES&H, Human Capital) in which Union representation might be appropriate.
- EFCOG has invited senior Union representatives to attend their annual meeting June 24-25 in Washington, DC.
- HSS is co-hosting a "Meet and Greet" with EFCOG on June 26 in which there will be an opportunity for DOE Sponsors, HSS, Union and EFCOG representatives to initiate dialogue to identify Union involvement in EFCOG activities. A proposed plan/strategy for engaging the worker representatives will be developed following interface/discussions with Union, DOE, HSS and EFCOG representatives.
- EFCOG provides unvetted input into proposed DOE policies and then supports final DOE policy decisions.
- EFCOG does not currently have a stand-alone working group that deals with worker training issues; currently training issues are imbedded in its various Working Groups and their respective Subgroups (i.e., D&D, Radiological Protection).

- Glenn Podonsky commended EFCOG for their willingness and openness to engage recognizing the contractor element as a previously “missing piece” in the Focus group efforts and commented, “We are on the edge of something great.”

Bill Eckroade, Glenn Podonsky’s recently appointed Deputy Chief for Operations, reaffirmed the commitment of HSS senior leadership to the Focus Group efforts and provided a recap of the task goals and an overview of HSS progress to date.

- Site Access Requirements: Seamless site access requirements is a goal that is comprised of 2 parts: identify a common set of access requirements for working on all DOE sites and define hazard/site-specific requirements. It was noted that the accomplishment of this task will require the support of the Program Offices.
- Identify Training Needs: Conduct training assessments that will focus on identifying gaps, with focus on 851 awareness and worker rights. This activity will require worker involvement and participation on upcoming NTC/NIEHS site assessments and union input into data collections and analysis being conducted by HSS Corporate Safety Analysis.
- In response to the identified need for a DOE 851 Champion, Bill McArthur, Deputy Director of the Office of Worker Health and Safety, has been identified as the primary 851 Champion. In response to the identified need for an 851 feedback loop with regard to data analysis, Bill Roege, Director, Office of Corporate Safety Analysis, has been designated to serve in this combined Champion effort.
- With the input of the union topical leads and HSS functional leads, a draft charter has been developed for the Collaborative Health and Safety Focus Group. The draft charter will be finalized once the members/participants are identified.
- HSS Enforcement and Oversight have included 851 awareness and worker rights as elements of their site inspections and enforcement activities. The inspection schedule and upcoming activities are posted on the HSS website.
- In response to the broader concerns of an aging workforce and the need for focus on succession planning and health concerns, our Security folks are working with Protective Force in addressing related issues. HSS Chief Medical Officer, Mike Ardaiz is engaged in activities related to workforce health and wellness programs initiated through discussions with the International Association of Fire Fighters.

## **HSS Progress Reports:**

### Training Assessments

- NTC is evolving its worker safety training program in response to its recently expanded worker safety training role.
- Arnold Guevara, recently appointed NTC Director, and Jim Vosburg, Acting Director NTC Office of Safety Training Operations, who brings previous safety training work experience from Oak Ridge, have been working with NIEHS in the development of a training assessment plan.
- Oak Ridge (to include Y-12) and Savannah River are the targeted pilot sites for which assessments are scheduled in July and December respectively.

- Jim Vosburg reported that the goal of the assessment at Oak Ridge is to collaborate with union workers, worker trainers, federal staff, contractor elements (all those ES&H elements who impact or are impacted by worker safety training) using a workshop forum. Many of these individuals have been identified at the Oak Ridge Site.
- Union representatives who wish to participate in the Oak Ridge and/or Savannah River assessments should contact Arnold Guevara or Jim Vosburg.
- HAMMER (models/lesson learned), HSS Office of Corporate Safety Analysis (Data Analysis) and Worker Health and Safety (Policy) are involved in this integrated effort to identify training redundancies, lessons learned and needs.
- Assessment /crosscutting results will be documented in a report.
- Joe Yanek (EFCOG) requested to participate on the team for the assessment pilot at Oak Ridge.

#### Strategic Initiatives: Aging Workforce

- Dr. Mike Ardaiz, HSS Chief Medical Officer, reported an approach to the issues of an aging workforce might be addressed through assessing wellness programs/initiatives and focus on the Occupational Medicine section of the 851 Rule.
- The issues, although challenging, provide an opportunity to take a closer look at aspects of health care and plans to work with the health care professionals at the Sites, as well as, continue to work through the EFCOG Occupational Medicine Working Group.
- Using 851 as a starting point, Dr. Ardaiz outlined a 3 step plan in which wellness approaches and resources will be assessed, focus on a better understanding of the occupational medicine requirements in 851, and identifying restraints to ultimately establish best practices.
- Dr. Ardaiz attended a recent EFCOG Occupational Medicine Working Group meeting held at Argonne in which the concept of “return on investment” provided insights and significance in wellness program assessments.
- Although more ambitious than the capabilities at DOE sites, Dr. Ardaiz reported that wellness program models such as that of the IAFF are being looked at.
- A survey has been initiated among the sites to assess the services associated with existing wellness programs, including those which would benefit either protective forces or fire fighting personnel.
- Dr. Ardaiz reported work being conducted by Jim McGee (HSS Security) to develop a model for wellness program and implementation in his work with the Security force.

#### 851 Champion/Collaborative H&S Working Group

- Pat Worthington, Director of the Office of Worker Health and Safety, reported the Office is working to respond to the identified needs of the workers with regard to 851 and in an integrated effort has been working closely with HSS enforcement, oversight and analysis elements.
- Pete Stafford (CPWR) and Karen McGinnis (HAMMER) offered positive feedback to the Office of Worker Health and Safety on their recent publication and distribution of an 851 pamphlet developed as part of an expanded outreach and awareness series. The publication provides a concise source of information that is geared for “the worker” that includes 851 definition, requirements, resources and contact information.
- 851 information and resources are also being consolidated for quick and comprehensive access on the HSS website.

- In addition, HSS is working on updating and enhancing the 851 Response Line as an additional resource for information, clarification and identifying issues.
- Glenn Podonsky announced this is a first in a series of informational publications targeting workers. Plans for the development of Energy Compensation and Former Worker Program pamphlets are underway.
- Bill McArthur announced proposed plans for an 851 workshop to be held in Washington, DC utilizing videoconferencing as an expanded venue that would accommodate participation/attendance for those with limited travel budgets.
- Bill McArthur will be soliciting agenda items from the Union representatives to gear workshop focus on worker identified informational and improvement needs and has asked the Union topical leads to assist in workshop development.
- A proposal to hold the workshop in early Fall was made.

#### Data Analysis

- Bill Roeger, Director, Office of Corporate Safety Analysis, announced that injury and illness reports have been posted online. The following link was sent to the union representative distribution:  
<http://www.hss.energy.gov/CSA/analysis/cairs/reports.html>
- In addition, forms were sent to union representatives that would allow more tailored views and individual access to the “native” data (ORPS and CAIRS databases). The forms will be sent out again as there was little response to the initial invitation.
- Several individuals indicated some challenges in navigation of the data sites.
- Aware of the difficulty, Bill Roeger reported work on a new software package that is being prepared for beta testing that will serve to provide easier navigation of the databases.
- Aligned with training assessments being conducted by the NTC and NIEHS, HSS is looking at assessing training gaps utilizing ORPS. Training related ORPS events between January 1, 2006 and May 31, 2009 were analyzed. Result highlights include:
  - Training is a contributing cause in about 15% of DOE operational events
  - Of ORPS reported injuries, training was a contributing cause in about 17% of those
- HS-30 will develop a more detailed report with plans to drill down into specialty areas. A collaborative session will be held to discuss the results prior to posting a final product on the HSS Outreach Website.

#### Worker Safety Focus of Oversight and Enforcement

- John Boulden, Acting Director Offices of Oversight and Enforcement, reported that HSS has stepped up efforts to engage local union workers as part of their oversight inspections. He noted that enforcement meets with the local unions, most particularly during an enforcement activity.
- The inspection schedule and upcoming enforcement activities are posted on the HSS website:  
[http://www.hss.energy.gov/enforce/enforce\\_oversight\\_inspection\\_schedule.html](http://www.hss.energy.gov/enforce/enforce_oversight_inspection_schedule.html)

#### **Comments:**

NIEHS re-affirmed their commitment to this collaborative effort to improve worker health and safety at DOE sites, and their continued support in taking “what began as talk from a table in Washington, DC to the shop room floor”.

Metal Trades Department – Ron Ault indicated that the Union Leads would like to appropriately engage their resident experts in the 2009 task activities and will identify and establish those participants.

### **Recap of Next Steps/Actions**

- Teleconferences with the Union Leads will be scheduled for the end of June to establish Union integration into task activities and identify next steps.
- Union representatives to be identified for participation in:
  - NTC/NIEHS training needs assessment pilots
  - 851 Workshop development
  - EFCOG Working Groups
  - Collaborative Health and Safety Focus Group
- NTC will send a second data call to the Unions to engage their health and safety folks to provide information to be used as part of the training gap assessments. As has been discussed, data analysis may help to validate adequacy, show improvements, or isolate issues with regard to worker health and safety and training. The analysis work will be conducted in an integrated effort with Bill Roege.
- HSS Functional Leads contact information and Union representative/stakeholder distributions will be provided to all. [*Completed*]

**June 11, 2009 Meeting**  
**HSS/Union Participants and Mode of Participation**

**HSS Participants:**

1. Glenn Podonsky – Chief Health, Safety & Security Officer [HS-1]
2. Bill Eckroade- Deputy Chief for Operations [HS-1]
3. Mari-Jo Campagnone – Senior Advisor to Chief HSS Officer [HS-1]
4. Lesley Gasperow - Office of Resource Management [HS-1.2]
5. Mike Ardaiz – Medical Officer [HS-10]
6. Pat Worthington –Health and Safety [HS-10]
7. Bill McArthur –Worker Safety & Health Policy [HS-10]
8. Andy Lawrence - Nuclear Safety & Environment [HS-20]
9. Bill Roege –Corporate Safety Analysis [HS-30]
10. Arnold Guevara - National Training Center [NTC] [HS-50] - *Call-in*
11. Jim Vosburg – NTC[HS-50] – [*Call-In*]
12. Martha Thompson – Office of Enforcement [HS-40]
13. John Boulden –Office of Independent Oversight [HS-60]
14. Kathy McCarty –Worker Safety and Health Enforcement [HS-41]
15. Dick Donovan – Office of Security Policy [HS-70] - *Call-in*
16. Lily Alexander – Office of Health, Safety & Security [HS-1]

**UNION Topical Leads:**

1. Pete Stafford - BCTD CPWR
2. Ron Ault– Metal Trades Department
3. Dennis Phelps - IBEW
4. Gary Batykefer – SMWIA – *Call-In*
5. Dale Hill – SMWIA – *Call In*
6. Doug Stephens – USW
7. David Cassidy – USW

**HAMMER Call-In:**

1. Karen McGinnis – Director
2. Pat Aldridge – SME OSH Training
3. Bob Legard - Training Director, Central Washington Building and Construction Trades Council or the Hanford Site
4. Randy Coleman - HAMTC Liaison
5. Gary Karnofski - Business Development Lead
6. Richard Smith – HAMMER Project Manager

**National Institute of Environmental Health Services (NIEHS) Worker Education and Training Program (WETP)**

Chip Hughes, Jr. - Director of NIEHS WETP [*Call-in*]

**Energy Facility Contractors Group**

Joe Yanek – EFCOG ESH WG Executive Sponsor